

Message Text

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PAGE 01 NOUAKC 01516 090812Z
ACTION AF-10

INFO OCT-01 ISO-00 /011 W
-----000343 090822Z /12
P 081245Z JUN 78
FM AMEMBASSY NOUAKCHOTT
TO SECSTATE WASHDC PRIORITY 6351

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STADIS//////////

FOR AF/W - AMBASSADOR KRYZA

E.O. 11652: N/A
TAGS: EAID, MR
SUBJ: EMBASSY AID/M ADMINISTRATIVE RELATIONS

1. SHORTLY BEFORE LEAVING NOUAKCHOTT BOB KLEIN SENT
DAVE GENNETT TWO MEMOS, ONE ON VEHICLES AND THE OTHER
ON PERSONNEL POLICIES. THE FORMER POSES NO PORBLEMS.

2. THE TEXT OF THE SECOND MEMO IS AS FOLLOWS:
QUOTE PLEASE BE ADVISED THAT, DUE TO THE ACCELERATED
BUILD-UP OF THE LOCAL STAFF AT THE OFFICE OF THE AID
REPRESENTATIVE (OAR) AND THE NECESSITY FOR FLEXI-
BILITY AT THIS CRITICAL TIME, I HAVE DETERMINED THAT,
UNTIL A JAO AGREEMENT COMES INTO FORCE, THE OAR WILL
UNDERTAKE THE TASK OF LOCAL PERSONNEL MANAGEMENT
FOR AID. THIS WILL INCLUDE THE FOLLOWING:
A) RECRUITMENT, HIRING, AND GRADE DESIGNATION WITHIN
THE MISSION PAY PLAN.
B) POSITION CLASSIFICATION AND JOB DESCRIPTIONS.
C) MANAGEMENT OF EVALUATION PROGRAMS -- INCLUDING
EFFICIENCY REPORTS.
D) PERSONNEL ACTION AND RELATED DOCUMENTS (EXCEPT SECURITY).
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E) CAREER GUIDANCE AND COUNSELING.
F) TRAINING PROGRAMS AND PROMOTIONS.
QUOTE I WOULD EXPECT YOUR OFFICE TO CONTINUE CONDUCT-
ING THE MISSION LOCAL WAGE SURVEYS AND THE PREPARA-
TION OF THE LOCAL COMPENSATION PLAN WHICH THE OAR
WILL CONTINUE TO ADHERE TO.
QUOTE AS YOU ARE THE MISSION SECURITY OFFICER, I

WOULD ASSUME THAT YOU WOULD CONTINUE TO PERFORM THIS TACK FOR THE OAR. HOWEVER, IN THE EVENT THAT YOU DO NOT HAVE THE TIME, I WILL ASSIGN THE LOCAL SECURITY CHECK TO ONEOF MY OFFICERS.

QUOTE IT IS MY ASSUMPTION THAT, AS SOON AS THE PROPOSED JAO PERSONNEL OFFICER POSITION IS FILLED WITH A QUALIFIED PERSONNEL OFFICER, THAT THE ABOVE LISTED FUNCTIONS WILL BE UNDERTAKEN BYTHE JAO. END QUOTE

3. FOLLOWING DISCUSSION BETWEEN JIM ANDERSON, DAVE AND ME, I INSTRUCTED JIM NOT TO PUT THE SECOND MEMO INTO FORCE UNTIL YOU RETURN AND CAN REVIEW THE SITUATION AT CLOSE RANGE. I WOULD BE VERY GRATEFUL IF YOU COULD DISCUSS THE PROBLEM WITH BOB KLEIN, AND IT IS FOR THIS REASON THAT I SEND YOU THE TEXT OF THE MEMO.DAVE AND I BELIEVE THAT THE MEMO ESTABLISHES SOME PRECEDENTS THAT COULD BE UNFORTUNATE ONCE THE JAO COMES INTO FORCE.

4. I MIGHT ADD THAT, SINCE WE RECEIVED THE MEMO, DAVE AND BYRON BOTTS HAVE HAD A VERY SATISFACTORY MEETING ON THE PERSONNEL QUESTIONS. DUNBAR

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